

MEMORANDUM OF UNDERSTANDING
City of Springfield and SEIU Local 503, OPEU Local 995

This Memorandum of Understanding is entered into between the City of Springfield, hereinafter referred to as the "City", and SEIU Local 503, OPEU, hereinafter referred to as the "Union".

Effective upon the signing of this document, the City and the Union agree that the Union has the right to participate in the City's Health Reimbursement Account Voluntary Employees' Beneficiary Association (HRA VEBA) program at a future date, if the membership votes to do so.

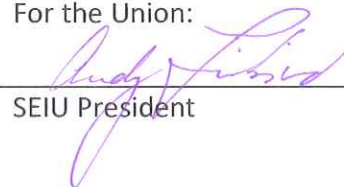
Eligibility for participation is determined by State and Federal regulations as administered by the City's contracted HRA VEBA plan trust administrator.

DATED this 30th day of September, 2016.

For the City:


Interim Human Resources Director

For the Union:


SEIU President